

Health Characteristics of Employees Entering a Statewide Public Health Program to Improve Worksite Wellness

Kevin Kane, MS, on behalf of the MA WoW Evaluation Team



MASSACHUSETTS
DEPARTMENT
OF PUBLIC HEALTH



Introduction

Program Overview:

The Massachusetts “Working on Wellness” (WoW) program provides training, technical assistance, and seed funding to employer organizations to initiate policies and programs that promote a healthy workplace and encourage a healthy lifestyle. The program was specifically designed to promote worksite health among small to medium-sized organizations.

Methods:

Between Nov 2015-Dec 2016, four cohorts of employee participants completed a needs and interests survey at the initiation of the program. The survey collected self-reported information concerning health, risk factors, and worksite policies and programs of interest to participants to be used by employers for planning their worksite wellness interventions

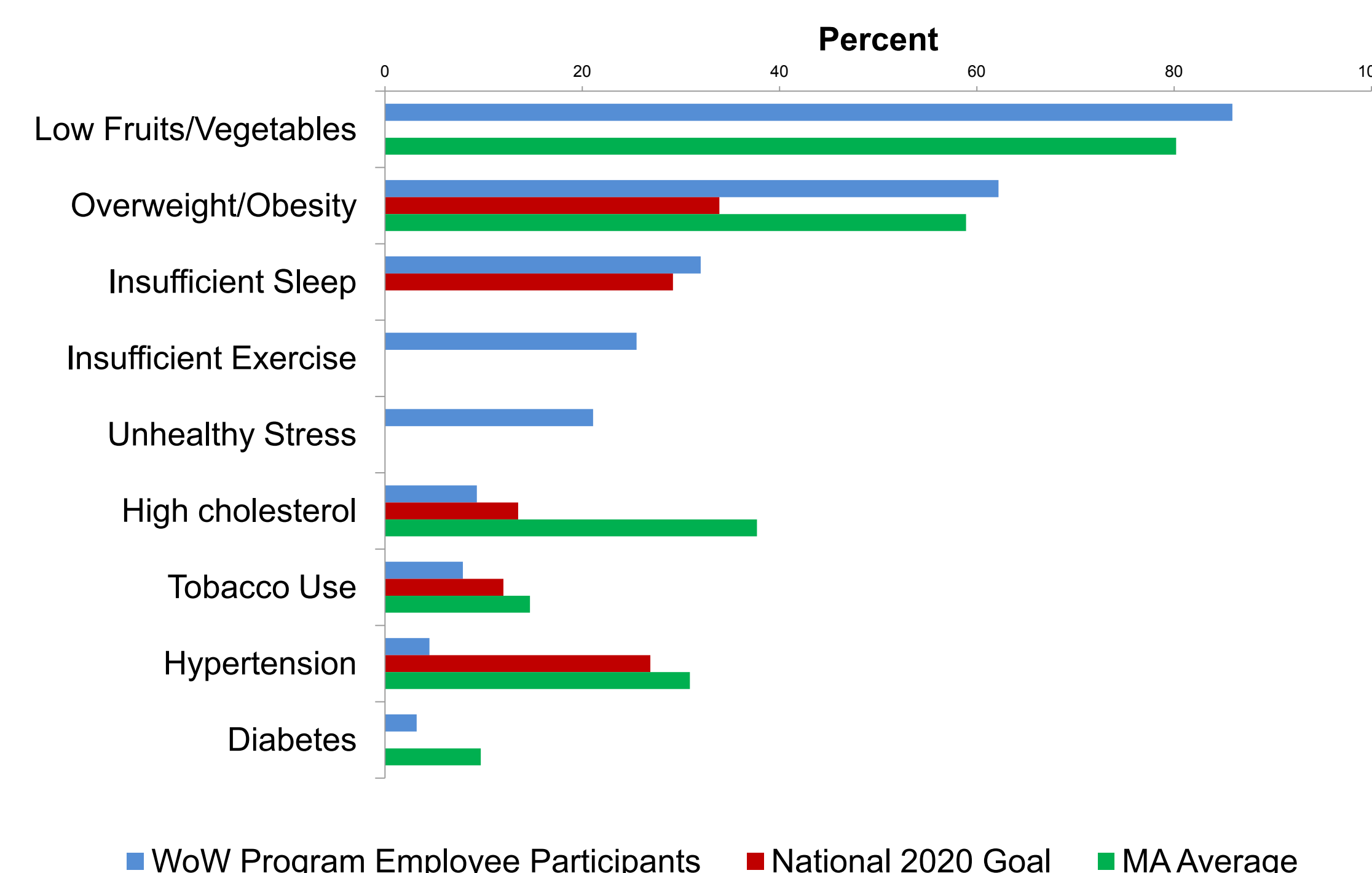
Employee Characteristics

Number of Respondents	17,219
Mean Age	43.9
Gender	72.9% Female
Race/Ethnicity	61.4% White/Non-Hispanic
Employee Type (Hourly/Salary)	46.1% Hourly 53.9% Salary
Shift type	82.3% First Shift 17.7% Evening, Night, or Rotating Shifts
Low wage workers	15%

Results

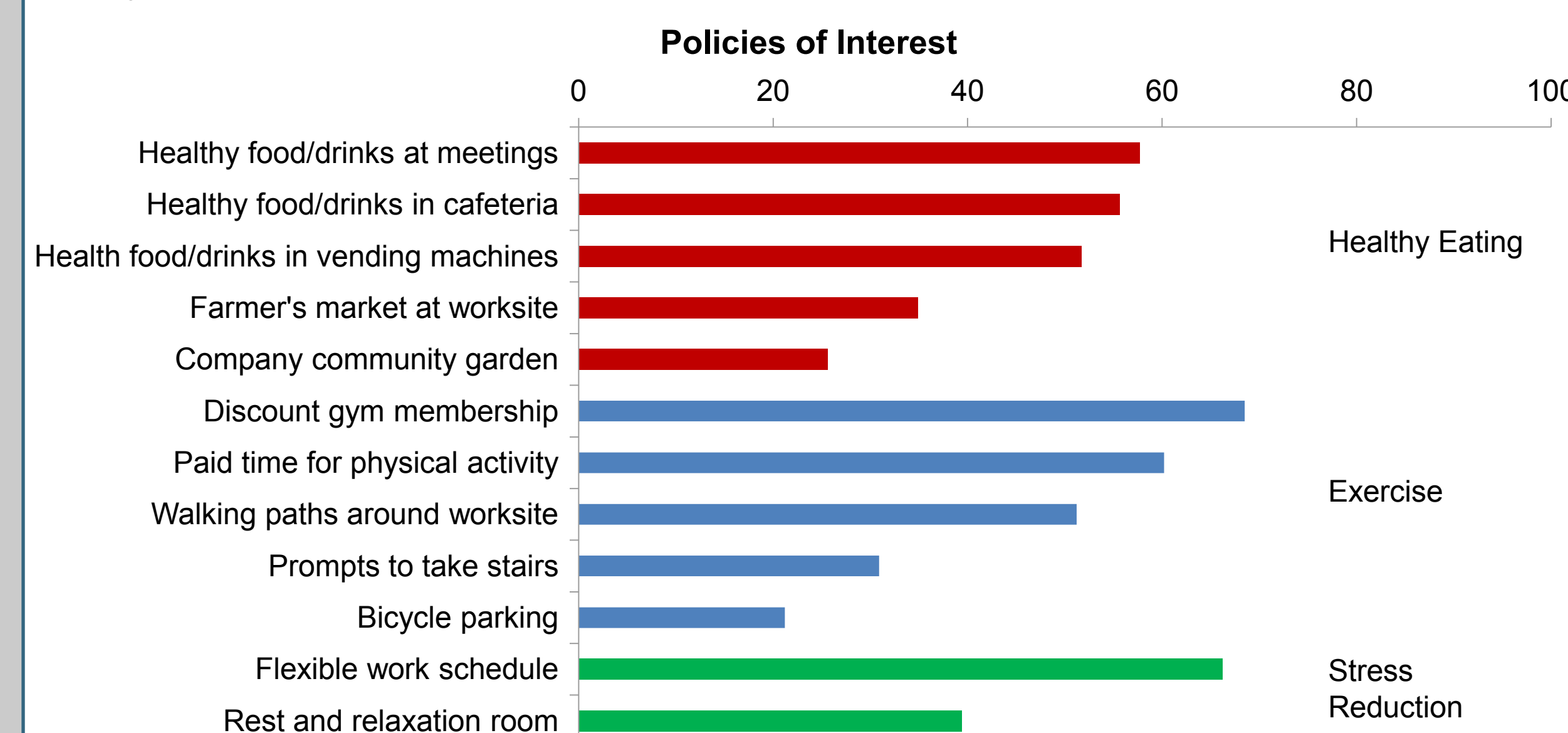
Health Risks:

- 87% of the respondents ate fewer than 5 servings of vegetables daily, 62% were overweight or obese, and 32% got fewer than 6 hours of sleep nightly, all of which are worse than national and state benchmarks.
- 26% did not exercise for 30 minutes at least once weekly, and 21% reported unhealthy stress levels (no benchmarks available).
- Other risk factors (high cholesterol, hypertension, diabetes, and tobacco use) were better than national and state benchmarks.



Programs of Interest:

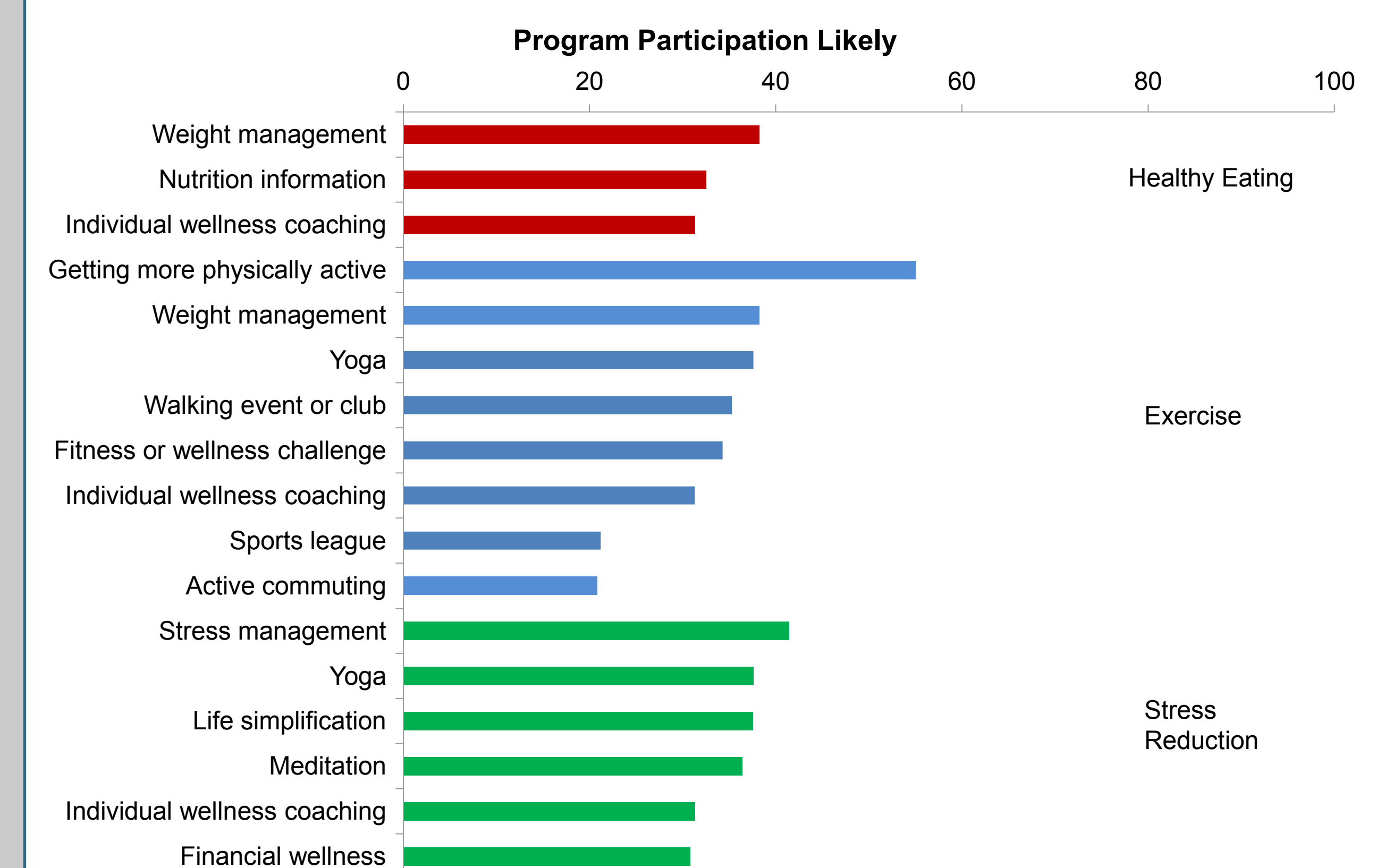
Interest in wellness policies that promote healthy eating, exercise, and stress reduction were endorsed by 57%, 68%, and 59% of respondents.



Results

Program Participation:

44% of employee participants indicated they would be likely to participate in programs that promote healthy eating, 63% would participate in programs that promote exercise, and 56% would participate in stress reduction programs.



Conclusion

These data demonstrate the need for wellness programs that promote healthy eating, exercise, and stress reduction, as well as employees' strong interest in workplace policies and programs that encourage these behaviors. A follow-up survey one year after program initiation is being administered to determine the short-term impact of the WoW program.

Acknowledgements

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